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MOST IMMEDIATE

F. No.1/39(6)/2013-AP-2
UNION PUBLIC SERVICE COMMISSION
DHOLPUR HOUSE, SHAHJAHAN ROAD
NEW DELHI - 110069

Dated: 7th August, 2013

To

The Director General,
Employees State Insurance Corporation,
Panchdeep Bhawan,
Kotla Road, New Delhi.

{Attention : Smt. K. Padmaja Nambiar, Commissioner (P&A)}

Sub: Review & Regular DPC - Promotion to the post of Deputy Director (Admn./
Training/Insurance) in the Employees State Insurance Corporation.

Sir,

I am directed to refer to your letter No.A-33/13/4/2012-E.1 dated 24th July, 2013 on the subject noted above and to forward herewith two copies of the minutes of the above mentioned DPC held at Mumbai on 2nd August, 2013 duly signed by the Chairman and Members of the DPC.

2. The Commission have also approved the recommendations of the DPC as contained in the minutes of the DPC.

3. Attention of Ministry/Department is also invited to the instructions contained in para 6.4.4 of the DOP&T O.M. No.22011/5/86-Estt. (D) dated 10th April, 1989, which provide that promotions will have only prospective effect even in cases where the vacancies relate to earlier year(s). Para 17.11 of the said O.M. further provides the date from which the promotion should take effect. These instructions may be kept in view by the Ministry/Department while implementing the recommendations of the DPC, unless otherwise prescribed in the statutory RRs or directed by the Court of Law or in case of Review DPC.

4. It has been observed that in many of the cases received by the Commission the Recruitment Rules relevant to the concerned post had been framed long ago. In the accordance with the DOP&T O.M. No. 14017/12/87-Estt.(RR), dated 18th March, 1988, the Recruitment Rules are required to be reviewed and amended by following prescribed procedure wherever necessary, by the Administrative Ministries/Departments once in every five years. The Ministry/Department is accordingly required to review the relevant Recruitment Rules in terms of the said instructions expeditiously, under intimation to this office.

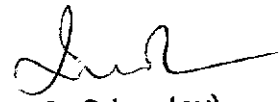
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5. A copy of the notification implementing the recommendations of the DPC may be forwarded to this office as and when issued.

6. The CR dossiers in respect of all the officers received with the proposal have already been returned at Mumbai. Their receipt may please be acknowledged.

Yours faithfully,


(S. C. Srivastav)
Under Secretary
Tel : 23070377

Enclosures : As above.

UNION PUBLIC SERVICE COMMISSION'S FILE No.F.1/39(6)/2013-AP-2
EMPLOYEES' STATE INSURANCE CORPORATION Ref. No.A-33/13/4/2012-E.I

Minutes of the meeting of the Review and Regular Departmental Promotion Committee held on 2nd August, 2013 at 03:30 P.M. at Mumbai.

1. Prof. D.P. Agrawal,
Chairman, UPSC Chairman
2. Shri B.K. Sahu,
Insurance Commissioner,
Employees' State Insurance Corporation Member
3. Smt. K. Padmaja Nambiar
Commissioner (P&A),
Employees' State Insurance Corporation Member
4. Shri Deokinandan,
Director,
SRO, Nagpur,
Employees' State Insurance Corporation Member
(Co-opted)

ITEM-I: Review DPC - Promotion to the post of Deputy Director (Administration/Training/Insurance) {Group 'A'; Scale of Pay: Rs.15,600-39,100 with Grade Pay Rs. 5400/-} in the Employees' State Insurance Corporation for the vacancy years 2010-11, 2011-12 and 2012-13.

The Review Departmental Promotion Committee were informed that the proceedings of the DPC meetings held on 21.03.2011 and 23.07.2012 for the vacancy years 2010-11, 2011-12 & 2012-13 are required to be reviewed due to change in the vacancy position as well as in the eligibility list reported to the regular DPCs. The circumstances warranting to hold Review DPC are as under-

A) Review DPC for the vacancy year 2010-11

A meeting of the DPC for promotion to the post of Deputy Director (Administration/Insurance/Training) in the Employees' State Insurance Corporation against the vacancy years 2009-10 and 2010-11 was held on 21.03.2011. The said DPC took into account the year-wise vacancies as detailed below-

Year	UR	SC	ST	Total
2009-10	32	14	10	56
2010-11	26	04	01	31

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For the panel year 2009-10, none of the eligible officer was recommended for promotion, hence all the 56 vacancies were carried forward to the year 2010-11. Therefore, the DPC took into account a total of 87 vacancies for the year 2010-11 including the carried forward vacancies from the year 2009-10. Accordingly, the panel was recommended for the year 2010-11 by the Committee.

Subsequently, the Department intimated that two vacancies were created vide order dated 11.10.2010, out of which, one unreserved vacancy falls under the promotion quota which was inadvertently left unreported to the regular DPC which met on 21.03.2011 resulting into the revised vacancy position for the year 2010-11, as under-

Year	UR	SC	ST	Total
2010-11	59	18	11	88*
*including 56 unfilled vacancies of the year 2009-10.				

B) Review DPC for the vacancy year 2011-12

The next meeting of the DPC for promotion to the said post was held on 23.07.2012 for the vacancy years 2011-12 and 2012-13. The Department intimated the year-wise vacancies to the DPC as detailed below-

Year	UR	SC	ST	Total
2011-12	41	07	03	51
2012-13	17	-	-	17

The Department has now intimated that the reservation position for the vacancy year 2011-12 has been changed in view of DOP&T's recent clarification regarding rounding of vacancies while preparing reservation roster. The revised vacancy position for the vacancy year 2011-12 is as under-

Year	UR	SC	ST	Total
2011-12	42	06	03	51

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The Department also informed that in the DPC meeting held on 01.11.2006 for promotion to the post of Assistant Director /Manager Gr.I /Section Officer {i.e. the feeder post of Deputy Director (Administration/Insurance/Training)}, the recommendations in r/o one Shri Satpal were kept in 'Sealed Cover' as disciplinary proceedings were then pending against him. The 'Sealed Cover' has been opened in compliance of the order of the Hon'ble CAT, Chandigarh Bench, Chandigarh dated 16.07.2012 in OA No. 312/JK/2011 and according to recommendations of DPC, Shri Satpal is promoted notionally, w.e.f. 08.11.2006, vide order dated 06.11.2012, by virtue of which he had become eligible for consideration for promotion to the post of Assistant Director/Manager Gr. I/Section Officer against the vacancies of 2011-12 as officers junior to him were considered and empanelled.

C) Review DPC for the vacancy year 2012-13

The Department further intimated that two more vacancies had become available due to death of one officer on 14.04.2012 and superannuation of one officer on 31.08.2012. Out of which, one unreserved vacancy falls under promotion quota which was also left unreported to the regular DPC met on 23.07.2012. In view of this, the revised vacancy position for the year 2012-13 is as under-

Year	UR	SC	ST	Total
2012-13	18	-	-	18

2. Due to above circumstances, the Department requested the Commission to hold a meeting of the review DPC for framing fresh panels for the vacancy year 2010-11, 2011-12 and 2012-13. The Committee decided to adopt the final grading given by the original DPCs in the respective vacancy year and assess only such officer(s) whose assessment as per revised vacancy position is essential. The assessment so made for each vacancy year has been shown in **Annexure - I**. On the basis of assessment as shown in Annexure - I, the Committee recommended revised year-wise panels for promotion to the post of Deputy Director (Administration/Training/Insurance) in the Employees' State Insurance Corporation as indicated in **Annexure - II** in the order stated therein. The various provisions relating to DPC guidelines recorded in the minutes of the regular DPC held on 21.03.2011 and 23.07.2012 shall remain unchanged.

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ITEM-II: Regular DPC - Selection of officers for promotion to the post of Deputy Director (Administration/Training/Insurance) {Group 'A'; Scale of Pay: Rs.15,600-39,100 with Grade Pay Rs. 5400/-} in the Employees' State Insurance Corporation.

The Departmental Promotion Committee considered the question of selection of officers for promotion to the post of Deputy Director (Administration/Training/Insurance) in the Employees' State Insurance Corporation.

2. The vacancy position, as intimated by the Corporation to the DPC, is as under:-

Year	UR	SC	ST	Total
2013-14	37	02	-	39

3. The Departmental Promotion Committee were informed of the following provisions contained in the DPC guidelines, circulated by the Department of Personnel and Training, vide their O.M. No. 22011/5/86-Estt.(D) dated 10.04.1989-

- (i) "6.1.2. – The DPC enjoy full discretion to devise their own methods and procedures for objective assessment of the suitability of candidates who are to be considered by them".
- (ii) "6.1.3. – While merit has to be recognized and rewarded, advancement in an officer's career should not be regarded as a matter of course, but should be earned by dint of hard work, good conduct and result oriented performance as reflected in the ACRs and based on strict and rigorous selection process".
- (iii) "6.2.1 (b) -- The DPC should assess the suitability of the officers for promotion on the basis of their service record and with particular reference to the CRs for preceding five years, which became available during the year immediately preceding the vacancy/panel year."
- (iv) "6.2.1(e) – The DPC should not be guided merely by the overall grading, if, any, that may be recorded in the CRs but should make its own assessment on the basis of entries in the CRs, because it has been noticed that sometimes the overall grading in a CR may be inconsistent with the grading under various parameters or attributes".

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- (v) "6.2.1(f) - If the Reviewing authority or the Accepting authority as the case may be has overruled the Reporting Officer or the Reviewing authority as the case may be, the remarks of the latter authority should be taken as the final remarks for the purposes of assessment provided it is apparent from the relevant entries that the higher authority has come to a different assessment conclusively after due application of mind. If the remarks of the Reporting Officer, Reviewing authority and Accepting authority are complementary to each other and one does not have the effect of overruling the other, then the remarks should be read together and the final assessment made by the DPC."

4. The Committee were further informed of the following subsequent additional guidelines issued in DOP&T:-

- (i) In cases where adverse remarks of reporting/reviewing/accepting authorities have been expunged or modified by the competent authority, the overall grading in the ACR has been decided by the DPC in terms of DOP&T O.M. dated 06.01.2010.
- (ii) The DOP&T vide O.M. No.21011/1/2010-Estt-A dated 13th April, 2010 have stipulated that "if an employee is to be considered for promotion in a future DPC and his ACRs prior to the period 2008-09 which would be reckonable for assessment of his fitness in such future DPCs contain final grading which are below benchmark for his next promotion, before such ACRs are placed before the DPC, the concerned employee will be given a copy of the relevant ACR for his representation, if any, within 15 days of such communication.
- (iii) Where Competent Authority has upgraded/downgraded the overall grading without giving sufficient reasons, such an exercise has been treated as non-est/invalid in terms of DOP&T O.M. dated 06.01.2010.

5. The Committee were also informed that in accordance with the instructions contained in para 6.3.1 of the DOP&T O.M. No. 22011/5/86-Estt (D) dated 10.04.1989, read with subsequent O.M. No. 22011/5/91-Estt (D) dated 27.03.1997 and O.M. No. 35034/7/97-Estt (D) dated 08.02.2002, the benchmark for promotion in the present case is "Good".

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6. Attention of the Committee was also invited to the instructions contained in DOP&T O.M. No. 35034/7/97-Estt(D) dated 08.02.2002, which inter-alia provides that "the DPC shall determine the merit of those being assessed for promotion with reference to the prescribed benchmark and accordingly grade the officers as "Fit" or "Unfit" only. Only those who are graded "Fit" (i.e. who meet the prescribed benchmark) by the DPC shall be included and arranged in the select panel in order of their inter-se seniority in the feeder grade. Those officers who are graded "unfit" (in terms of the prescribed benchmark) by the DPC shall not be included in the select panel. Thus, there shall be no supersession in promotion among those who are graded "fit" (in terms of the prescribed benchmark) by the DPC".

7. The Committee were apprised that taking into account the instructions/guidelines, issued by DOP&T, as detailed above, and in the absence of modalities of the benchmark being attained by the officers under consideration for promotion, the Commission in exercise of their constitutional functions as envisaged in Article 320 of the Constitution took a conscious decision that an officer attaining at least 4 benchmark gradings out of the 5 ACRs, should be assessed as "Fit" for promotion and that this decision should be applicable to all DPCs pertaining to the vacancy year 2003-2004 and subsequent years.

8. The Departmental Promotion Committee, accordingly, examined the Character Rolls/APAR of eligible officers and assessed them as indicated against each in **Annexure-III**.

9. On the basis of the assessment as given in Annexure-III, the Committee recommend that the panel for promotion to the post of Deputy Director (Administration/ Training/Insurance) in the Employees' State Insurance Corporation should consist of the officers mentioned in **Annexure-IV** in the order stated therein.

D.P. Agrawal
27/08
(D. P. AGRAWAL)

Deokinandan
28/13
(DEOKINANDAN)

K. Padma Nambiar
(K. PADMAJA NAMBIAR)

B. K. Sahu
(B. K. SAHU)

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ASSESSMENT FOR THE YEAR 2010-11- (59 Genl. +18 SC+11 ST = 88 vacancies. These include 56 unfilled vacancies of 2009-10.)

<u>S. No.</u>	<u>Name (S/Shri/Ms.)</u>	<u>Assessment</u>
1.	P. V. J. Nambiar	Fit
2.	P. N. Dharamadhikari	As already in Sealed Cover
3.	V. M. Kalia	Fit
4.	Jharna Bhattacharjee	Fit
5.	V. R. Nagaraj	Fit
6.	S. T. Krishnaram	Fit
7.	S. Krishnamurthy	Fit
8.	Karnail Singh (SC)	Unfit- due to penalty imposed vide order Dated 03.08.2004 and 02.08.2006.
9.	Haridas Menon	Fit
10.	Ashok Kumar Parida	Fit
11.	W. Suresh Manuel	As already in Sealed Cover
12.	R. K. Rajpal	Fit
13.	S. Kumar	Fit
14.	V. Sreedharan	Fit
15.	Subhash Kumar Sinha	Fit
16.	D. N. Das (SC)	Fit
17.	R. N. Bahera (SC)	Fit
18.	Promila Suresh Roy	Fit
19.	MurlidharanNair K P	Fit
20.	Nizamuddin	Fit
21.	K. Venkataramana	Fit
22.	B. Umakanth	Fit
23.	Mohd. Safiul Samad	Fit
24.	Sushil Kumar Srivastava	Fit

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<u>S. No.</u>	<u>Name (S/Shri/Ms.)</u>	<u>Assessment</u>
25.	Ashok Kumar	Fit
26.	K. Ramajogaiah	Fit
27.	M. Ganeshan	Fit
28.	Lajpat Rai Sharma	Fit
29.	P. K. Sudeshan	Fit
30.	Anil Kumar Srivastava	Fit
31.	M. M. Bhauskute	Fit
32.	Damodar Prashad	Fit
33.	Chandrasekhran K.K.	Fit
34.	Mohan Singh Rawat	Fit
35.	Bhagwan Singh	Unfit- due to penalty imposed vide order dated 12.08.2004.
36.	Rehan Gani	Fit
37.	A. M. Ramanathan	Fit
38.	Gautam Kumar Bandyopadhyay	Fit
39.	Karan Singh (SC)	Fit
40.	B. K. Sinha	Fit
41.	S. U. Sule	Fit
42.	R. Nageswaran	Fit
43.	R. Banumathi	Fit
44.	D. Yogananda Rao	Fit
45.	K. Prakasham	Fit
46.	G. S. Murthy	Fit
47.	K. Vijayan	Fit
48.	Ganga Bishan Gupta	Fit
49.	Manjeet Singh-II	Fit
50.	P. K. Kundu	Fit

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<u>S. No.</u>	<u>Name (S/Shri/Ms.)</u>	<u>Assessment</u>
51.	A. Jyothi Pandian	Fit
52.	U Rajendran	Fit
53.	M. K. Jain	Fit
54.	C.H.Admane	Fit
55.	P.V. Santha Kumar	Fit
56.	V. Madhavi RV Ramani	Fit
57.	S. K. Pal	Fit
58.	V. P. Sinha	Fit
59.	T. K. Sharma	Fit
60.	Om Prakash	Fit
61.	K. Raghurama V. Shetty	Fit
62.	V. S. Katre	Fit
63.	T. R. Pandey	Fit
64.	Rakesh Kumar Gupta	Fit
65.	Jagannathan R.	Fit
66.	Ajay Kumar	Fit
67.	Prakash Chand	As in Sealed Cover
68.	K. K. Kureel (SC)	Fit
69.	V. K. Roda	Fit
70.	J. Kumaraswami	Fit
71.	R. K. Chakraborty	Fit
72.	K. Madhava Rao	Fit
73.	D. Vijay Kumar	Fit
74.	A. B. Sastry	Fit
75.	S. S. Srivastava	Fit
76.	Parveen Moudgil	Fit

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<u>S. No.</u>	<u>Name (S/Shri/Ms.)</u>	<u>Assessment</u>
77.	K. P. Jose	Fit
78.	Ramesh Kumar Sharma	Fit
79.	Mohd. Ashfaque Khan	Not required to be assessed in terms of DOP&T O.M. No.35034/7/97-Estt.(D) dated 8 th February, 2002.
80.	K. N. Vikraman	
81.	Anand Kumar	
82.	Sharda Manjunath	
83.	Pankaj Kumar	
84.	T. E. Venkatesan	
85.	R. Velu	
86.	Ravish Chandra Mandloi	
87.	C. N. Raji	
88.	M. Rajendran (SC)	
89.	Vasudev Parwani	Not required to be assessed in terms of 8 th DOP&T O.M. No.35034/7/97-Estt.(D) dated February, 2002.
90.	Rajinder Prasad Sharma	
91.	Boben Rapheal	
92.	K. Santhalakshmi	
93.	K. N. Radhakrishnan	
94.	S. Pysane Gnanaraj	
95.	S. Thaulatha Khan	
96.	K. Sasidharan	
97.	K.G. Venugopal	
98.	J. Shiva Shankar (SC)	
99.	G. Kuruppan	Not required to be assessed in terms of DOP&T O.M. No.35034/7/97-Estt.(D) dated 8 th February, 2002.
100.	Praveen Kumar	
101.	S. Ganesan	
102.	J. Verghese	

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<u>S. No.</u>	<u>Name (S/Shri/Ms.)</u>	<u>Assessment</u>
103.	Tessy Franco	Not required to be assessed in terms of DOP&T O.M. No.35034/7/97-Estt.(D) dated 8 th February, 2002.
104.	Debabrata Pramanik	
105.	P. R. Vaishampayan	
106.	Baldev Raj (SC)	Fit
107.	Yashwant Rai (SC)	Fit
108.	Ravinder Singh (SC)	Fit
109.	G. Vasantha Kumari (SC)	Fit
110.	Ram Sudhar Ram (SC)	Fit
111.	G. Selvakumar (SC)	Fit
112.	P. Sutradhar (SC)	Fit
113.	Subodh Kr. Sasmal (SC)	Fit
114.	E. D. Ravindran (SC)	Fit
115.	Sindo Ram (SC)	Fit
116.	A. K. Nim (SC)	Fit
117.	Kondru Yesu (SC)	Fit
118.	Bihari Ram (SC)	Fit
119.	P. Kamaraj (SC)	As in Sealed Cover
120.	M. Koodalingam (SC)	Fit
121.	Anal Kumar Pal (SC)	Fit
122.	Satpal (SC)	Not required to be assessed in terms of DOP&T O.M. No.35034/7/97-Estt.(D) dated 8 th February, 2002.
123.	M. Dorai	
124.	Chander Singh (SC)	
125.	Mohinder Singh (SC)	8 th February, 2002.
126.	B. C. Boro (ST)	Fit
127.	N. N. Singh (ST)	Fit
128.	Babu Lal (ST)	Fit

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<u>S. No.</u>	<u>Name (S/Shri/Ms.)</u>	<u>Assessment</u>
129.	Ramcharan (SC)	Not required to be assessed in terms of DOP&T O.M. No.35034/7/97-Estt. (D) dated 8 th February, 2002.
130.	B. Balakrishnan (SC)	
131.	Madan Lal Singh (ST)	Fit
132.	M. Siddarama (ST)	Fit
133.	Bahagirathi Nayak (ST)	Fit
134.	R. Ramesh (ST)	Fit
135.	Arjun Chatter (ST)	Fit

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136.	N. Janu Naik (ST)	Fit
137.	P. Venkatachalam (ST)	Fit
138.	Chhering Negi (ST)	Fit
139.	J. Padmavathy (ST)	Fit
140.	T. R. Narasing Rao (ST)	Not required to be assessed in terms of DOP&T O.M. No.35034/7/97- Estt.(D) dated 8 th February, 2002.
141.	V. K. Narayanan (ST)	
142.	N. Loganathan (ST)	
143.	R. Raju (ST)	
144.	Jai Narain Meena (ST)	
145.	Kikumba Longchar (ST)	
146.	Harsharan Meena (ST)	
147.	Ramesh M. Mugdur (ST)	
148.	Heera Singh (ST)	
149.	Laxmi Narayan Meena (ST)	
150.	Sugan Lal Meena (ST)	
151.	T. K. Choudhhary (ST)	
152.	Sonam (ST)	
153.	Mahadev Meena (ST)	

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ASSESSMENT FOR THE YEAR 2011-12- (42 Genl. +06 SC+03 ST) = 51 vacancies

<u>S. No.</u>	<u>Name (S/Shri/Ms.)</u>	<u>Assessment</u>
1.	Karnail Singh (SC)	Fit ✓
2.	Bhagwan Singh	Unfit #
3.	Jugal Barua	Fit
4.	Mohd. Ashfaque Khan	Fit ✓
5.	K. N. Vikraman	Fit ✓
6.	Anand Kumar	Fit ✓
7.	Sharda Manjunath	Fit ✓
8.	Pankaj Kumar	Fit ✓
9.	T. E. Venkatesan	Fit ✓
10.	R. Velu	Fit ✓
11.	Ravish Chandra Mandloi	Unfit *
12.	C. N. Raji	Fit ✓
13.	Vasudev Parwani	Fit ✓
14.	Rajinder Prasad Sharma	Fit ✓
15.	Boben Rapheal	As in sealed cover
16.	K. Santhalakshmi	Fit ✓
17.	K. N. Radhakrishnan	Fit ✓
18.	S. Pysane Gnanaraj	Fit ✓
19.	S. Thaulatha Khan	Fit ✓
20.	K. Sasidharan	Fit ✓
21.	K. G. Venugopal	Fit ✓
22.	G. Kuruppan	Fit ✓
23.	Praveen Kumar	Fit ✓
24.	S. Ganesan	Fit ✓
25.	J. Verghese	Fit ✓

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EMPLOYEES' STATE INSURANCE CORPORATION Ref. No.A-33/13/4/2012-E.I

ASSESSMENT FOR THE YEAR 2011-12- (42 Genl. +06 SC+03 ST) = 51 vacancies

<u>S. No.</u>	<u>Name (S/Shri/Ms.)</u>	<u>Assessment</u>
1.	Karnail Singh (SC)	Fit ✓
2.	Bhagwan Singh	Unfit #
3.	Jugal Barua	Fit
4.	Mohd. Ashfaque Khan	Fit ✓
5.	K. N. Vikraman	Fit ✓
6.	Anand Kumar	Fit ✓
7.	Sharda Manjunath	Fit ✓
8.	Pankaj Kumar	Fit ✓
9.	T. E. Venkatesan	Fit ✓
10.	R. Velu	Fit ✓
11.	Ravish Chandra Mandloi	Unfit *
12.	C. N. Raji	Fit ✓
13.	Vasudev Parwani	Fit ✓
14.	Rajinder Prasad Sharma	Fit ✓
15.	Boben Rapheal	As in sealed cover
16.	K. Santhalakshmi	Fit ✓
17.	K. N. Radhakrishnan	Fit ✓
18.	S. Pysane Gnanaraj	Fit ✓
19.	S. Thaulatha Khan	Fit ✓
20.	K. Sasidharan	Fit ✓
21.	K. G. Venugopal	Fit ✓
22.	G. Kuruppan	Fit ✓
23.	Praveen Kumar	Fit ✓
24.	S. Ganesan	Fit ✓
25.	J. Verghese	Fit ✓

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UNION PUBLIC SERVICE COMMISSION'S FILE No.F.1/39(6)/2013-AP-2
EMPLOYEES' STATE INSURANCE CORPORATION Ref. No.A-33/13/4/2012-E.I

<u>S. No.</u>	<u>Name (S/Shri/Ms.)</u>	<u>Assessment</u>
26.	Tessy Franco	Fit ✓
27.	Debabrata Pramanik	Fit ✓
28.	P. R. Vaishampayan	Fit ✓
29.	Satpal (SC)	Fit **
30.	M. Dorai	Fit ✓
31.	Mohinder Singh (SC)	Fit ✓
32.	B. Balakrishnan (SC)	Fit **
33.	G. Chandrasekhar (SC)	Fit **
34.	T. Santhamma (SC)	Fit ✓
35.	D. Sugumaran (SC)	Fit
36.	Ram Swaroop Kunhariya (SC)	Fit ✓
37.	T. R. Narsing Rao (ST)	Fit ✓
38.	V. K. Narayanan (ST)	Fit ✓
39.	Chander Sen (SC)	Fit ✓
40.	H.O.P. Gautam (SC)	Fit ✓
41.	N. Loganathan (ST)	Fit ✓
42.	R. Raju (ST)	Fit ✓
43.	Jai Narain Meena (ST)	Fit ✓
44.	Kikumba Longchar (ST)	Fit ✓
45.	Harshran Meena (ST)	Fit ✓
46.	Ramesh M. Mugdur (ST)	Fit ✓
47.	Heera Singh (ST)	Fit ✓
48.	Laxmi Narayan Meena (ST)	Fit ✓
49.	Sugan Lal Meena (ST)	Fit ✓
50.	T. K. Choudhary (ST)	Fit ✓
51.	Sonam (ST)	Fit ✓

Dm...

Contd.../-

<u>S. No.</u>	<u>Name (S/Shri/Ms.)</u>	<u>Assessment</u>
52.	Mahadev Meena (ST)	Not required to be assessed in terms of DOP&T's O.M. No.35034/7/97-Estt (D) dated 08.02.2002.
53.	D. S. Bhandari	
54.	Kanwal Nain	
55.	Saheb Ram Singh (SC) ✓	Fit
56.	Anita Sonkar (SC) ✓	Fit

ASSESSMENT FOR THE YEAR 2012-13- (18 General vacancies)

1.	C. N. Raji	Fit ✓
2.	K. Santhalakshmi	As in sealed cover
3.	Mahadev Meena (ST)	As already in sealed cover
4.	D. S. Bhandari	Fit ✓
5.	Kanwal Nain	Fit

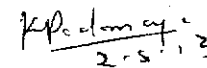
The representation submitted in terms of DOP&T O.M. dated 13.04.2010 for upgradation of below benchmark grading in the ACRs for the period 2005-06 and 2006-07 was considered and rejected by the competent authority.

* 'Unfit' due to penalty of stoppage of one increment for one year without cumulative effect imposed vide order dated 15.07.2010.

** 'Fit' under relaxed standard in terms of para 6.3.2 (ii) of DOP&T's OM dated 10.04.1989.

DOP&T
02/08
(D. P. AGRAWAL)


21/8/13
(DEOKINANDAN)


21/8/13
(K. PADMAJA NAMBIAR)


(B. K. SAHU)

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EMPLOYEES' STATE INSURANCE CORPORATION Ref. No.A-33/13/4/2012-E.I

PANEL FOR THE YEAR 2010-11

<u>S. No.</u>	<u>Name (S/Shri/Ms.)</u>	
1.	P. V. J. Nambiar	
2.	V. M. Kalia	
3.	Jharna Bhattacharjee	
4.	V. R. Nagaraj	
5.	S. T. Krishnaram	
6.	S. Krishnamurthy	
7.	Haridas Menon	
8.	Ashok Kumar Parida	
9.	R. K. Rajpal	
10.	S. Kumar	
11.	V. Sreedharan	
12.	Subhash Kumar Sinha	
13.	D. N. Das (SC)	RAUV
14.	R. N. Bahera (SC)	RAUV
15.	Promila Suresh Roy	
16.	MurlidharanNair K P	
17.	Nizamuddin	
18.	K. Venkataramana	
19.	B. Umakanth	
20.	Mohd. Safiul Samad	
21.	Sushil Kumar Srivastava	
22.	Ashok Kumar	
23.	K. Ramajogaiah	
24.	M. Ganeshan	
25.	Lajpat Rai Sharma	

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UNION PUBLIC SERVICE COMMISSION'S FILE No.F.1/39(6)/2013-AP-2
EMPLOYEES' STATE INSURANCE CORPORATION Ref. No.A-33/13/4/2012-E.I

<u>S. No.</u>	<u>Name (S/Shri/Ms.)</u>
26.	P. K. Sudeshan ✓
27.	Anil Kumar Srivastava ✓
28.	M. M. Bhauskute ✓
29.	Damodar Prashad ✓
30.	Chandrasekhran K.K. ✓
31.	Mohan Singh Rawat
32.	Rehan Gani ✓
33.	A. M. Ramanathan ✓
34.	Gautam Kumar Bandyopadhyay ✓
35.	Karan Singh (SC) ✓ RAUV
36.	B. K. Sinha ✓
37.	S. U. Sule
38.	R. Nageswaran ✓
39.	R. Banumathi ✓
40.	D. Yogananda Rao ✓
41.	K. Prakasham
42.	G. S. Murthy ✓
43.	K. Vijayan
44.	Ganga Bishan Gupta ✓
45.	Manjeet Singh-II ✓
46.	P. K. Kundu ✓
47.	A. Jyothi Pandian ✓
48.	U. Rajendran ✓
49.	M. K. Jain ✓
50.	C. H. Admane ✓
51.	P. V. Santha Kumar ✓

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UNION PUBLIC SERVICE COMMISSION'S FILE No.F.1/39(6)/2013-AP-2
EMPLOYEES' STATE INSURANCE CORPORATION Ref. No.A-33/13/4/2012-E.I

<u>S. No.</u>	<u>Name (S/Shri/Ms.)</u>	
52.	V Madhavi RV Ramani ✓	
53.	S. K. Pal ✓	
54.	V. P. Sinha ✓	
55.	T. K. Sharma ✓	
56.	Om Prakash ✓	
57.	K. Raghurama V Shetty ✓	
58.	V. S, Katre ✓	
59.	T. R. Pandey ✓	
60.	K. K. Kureel (SC) ✓	RARV
61.	M. Rajendran (SC) ✓	RARV
62.	J. Shiva Shankar (SC) ✓	RARV
63.	Baldev Raj (SC) ✓	RARV
64.	Yashwant Rai (SC) ✓	RARV
65.	Ravinder Singh (SC) ✓	RARV
66.	G. Vasantha Kumari (SC) ✓	RARV
67.	Ram Sudhar Ram (SC) ✓	RARV
68.	G. Selvakumar (SC) ✓	RARV
69.	P. Sutradhar (SC) ✓	RARV
70.	Subodh Kr. Sasmal (SC) ✓	RARV
71.	E. D. Ravindran (SC) ✓	RARV
72.	Sindo Ram (SC) ✓	RARV
73.	A. K. Nim (SC) ✓	RARV
74.	Kondru Yesu (SC) ✓	RARV
75.	Bihari Ram (SC) ✓	RARV
76.	M. Koodalingam (SC) ✓	RARV
77.	Anal Kumar Pal (SC) ✓	RARV

D.S.M.

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UNION PUBLIC SERVICE COMMISSION'S FILE No.F.1/39(6)/2013-AP-2
EMPLOYEES' STATE INSURANCE CORPORATION Ref. No.A-33/13/4/2012-E.I

<u>S. No.</u>	<u>Name (S/Shri/Ms.)</u>	
78.	B. C. Boro (ST)	RARV
79.	N. N. Singh (ST) ✓	RARV
80.	Babu Lal (ST) ✓	RARV
81.	Madan Lal Singh (ST) ✓	RARV
82.	M. Siddarama (ST)	RARV
83.	Bahagirathi Nayak (ST) ✓	RARV
84.	R. Ramesh (ST) ✓	RARV
85.	Arjun Chatter (ST) ✓	RARV
86.	N. Janu Naik (ST) ✓	RARV
87.	P. Venkatachalam (ST) ✓	RARV
88.	Chhering Negi (ST) ✓	RARV

Extended Panel (To be operated in the event the officers included in the Regular and Extended Panel are not becoming available due to retirement during the vacancy year 2010-11.)

<u>S.No.</u>	<u>Name (S/Shri/Ms.)</u>
1.	Rakesh Kumar Gupta ✓
2.	Jagannathan R ✓
3.	Ajay Kumar ✓
4.	V. K. Roda ✓
5.	J. Kumaraswami ✓
6.	R. K. Chakraborty ✓
7.	K. Madhava Rao ✓
8.	D. Vijay Kumar ✓
9.	A. B. Sastry ✓
10.	S. S. Srivastava ✓
11.	Parveen Moudgil ✓

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UNION PUBLIC SERVICE COMMISSION'S FILE No.F.1/39(6)/2013-AP-2
EMPLOYEES' STATE INSURANCE CORPORATION Ref. No.A-33/13/4/2012-E.I

<u>S. No.</u>	<u>Name (S/Shri/Ms.)</u>	
12.	K. P. Jose	
13.	Ramesh Kumar Sharma ✓	
14.	J. Padmavathy (ST) ✓	RARV

PANEL FOR THE YEAR 2011-12

<u>S. No.</u>	<u>Name (S/Shri/Ms.)</u>	
1.	Karnail Singh (SC) ✓	RAUV
2.	Jugal Barua ✓	
3.	Mohd. Ashfaque Khan ✓	
4.	K. N. Vikraman ✓	
5.	Anand Kumar ✓	
6.	Sharda Manjunath ✓	
7.	Pankaj Kumar ✓	
8.	T. E. Venkatesan ✓	
9.	R. Velu ✓	
10.	Ravish Chandra Mandloi ✓	
11.	Vasudev Parwani ✓	
12.	Rajinder Prasad Sharma ✓	
13.	Boben Rapheal ✓	
14.	K. N. Radhakrishnan ✓	
15.	S. Pysane Gnanaraj ✓	
16.	S. Thaulatha Khan ✓	
17.	K. Sasidharan ✓	
18.	K. G. Venugopal ✓	
19.	G. Kuruppan ✓	
20.	Praveen Kumar ✓	

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UNION PUBLIC SERVICE COMMISSION'S FILE No.F.1/39(6)/2013-AP-2
EMPLOYEES' STATE INSURANCE CORPORATION Ref. No.A-33/13/4/2012-E.I

<u>S. No.</u>	<u>Name (S/Shri/Ms.)</u>	
21.	S. Ganesan ✓	
22.	J. Verghese ✓	
23.	Tessy Franco ✓	
24.	Debabrata Pramanik ✓	
25.	P. R. Vaishampayan ✓	
26.	Satpal (SC) ✓	RARV
27.	M. Dorai ✓	
28.	Mohinder Singh (SC) ✓	RAUV
29.	B. Balakrishnan (SC) ✓	RARV
30.	G. Chandrasekhar (SC)	RARV
31.	T. Santhamma (SC) ✓	RAUV
32.	D. Sugumaran (SC)	RAUV
33.	Ram Swaroop Kunhariya (SC)	RAUV
34.	T. R. Narsing Rao (ST) ✓	RAUV
35.	V. K. Narayanan (ST) ✓	RAUV
36.	Chander Sen (SC) ✓	RAUV
37.	H.O.P. Gautam (SC) ✓	RAUV
38.	N. Loganathan (ST) ✓	RAUV
39.	R. Raju (ST) ✓	RAUV
40.	Jai Narain Meena (ST) ✓	RAUV
41.	Kikumba Longchar (ST) ✓	RAUV
42.	Harshran Meena (ST) ✓	RAUV
43.	Ramesh M. Mugdur (ST) ✓	RAUV
44.	Heera Singh (ST) ✓	RAUV
45.	Laxmi Narayan Meena (ST) ✓	RAUV
46.	Sugan Lal Meena (ST) ✓	RARV

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UNION PUBLIC SERVICE COMMISSION'S FILE No.F.1/39(6)/2013-AP-2
EMPLOYEES' STATE INSURANCE CORPORATION Ref. No.A-33/13/4/2012-E.I

<u>S. No.</u>	<u>Name (S/Shri/Ms.)</u>	
47.	T. K. Choudhary (ST)	RARV
48.	Sonam (ST)	RARV
49.	Saheb Ram Singh (SC)	RARV
50.	Anita Sonkar (SC)	RARV

PANEL FOR THE YEAR 2012-13

<u>S. No.</u>	<u>Name (S/Shri/Ms.)</u>
1.	C. N. Raji
2.	D. S. Bhandari
3.	Kanwal Nain

RAUV – Recommended Against Unreserved Vacancy

RARV – Recommended Against Reserved Vacancy

D.P. Agrawal
 02/02
 (D. P. AGRAWAL)

Deokinandan
 2/8/13
 (DEOKINANDAN)

K. Padmaja Nambiar
 (K. PADMAJA NAMBIAR)

B. K. Sahu
 (B. K. SAHU)

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ANNEXURE - III

UNION PUBLIC SERVICE COMMISSION'S FILE No.F.1/39(6)/2013-AP-2
EMPLOYEES' STATE INSURANCE CORPORATION Ref. No.A-33/13/4/2012-E.I

ASSESSMENT FOR THE YEAR 2013-14 – (37 General + 02 SC) = 39 vacancies

<u>S. No.</u>	<u>Name (S/Shri/Ms.)</u>	<u>Assessment</u>
1.	Jugal Barua	As in sealed cover
2.	K. Santhalakshmi	As in sealed cover
3.	Mahadev Meena (ST)	Unfit- due to penalty of reduction of pay imposed vide order dated 26.11.2012
4.	Saroja Ashokan	Fit
5.	Anil Kr. Rastogi	Fit
6.	S. K. Srivastava	Fit
7.	Kiran Kohli	Fit
8.	Shubhakaran	Fit
9.	Neelam Puri	Fit
10.	Suresh Pal Singh	Fit
11.	Pritam Chand (SC)	Fit
12.	V. Srinivas (SC)	Fit
13.	R. G. Waghmare (SC)	Fit
14.	Mirja Anees Ahmed Baig	Fit
15.	Purna Chandra Nayak	Fit
16.	Baldev Singh	Fit
17.	P. S. Verma	Unfit #
18.	Prem Lata	Fit
19.	Praveen Sehgal	Fit
20.	C. P. Wadhwa	Fit
21.	N. K. Luthra	Fit
22.	Rajiv Kumar Choudhary	Fit
23.	Jyoti Prasad	Fit
24.	Meenakshi Nanda	Fit

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CONFIDENTIAL**ANNEXURE - III****UNION PUBLIC SERVICE COMMISSION'S FILE No.F.1/39(6)/2013-AP-2**
EMPLOYEES' STATE INSURANCE CORPORATION Ref. No.A-33/13/4/2012-E.I

<u>S. No.</u>	<u>Name (S/Shri/Ms.)</u>	<u>Assessment</u>
25.	Sushil Sachdeva	Fit
26.	Manish Gupta	Fit
27.	Girish Kumar Kain (SC)	Fit
28.	Vijay Bokalia (SC)	Fit
29.	Champak Biswas (SC)	Fit
30.	T. P. Kujur (ST)	Fit
31.	Vinay Kumar Sharma	Fit
32.	Kakali Das	Fit
33.	Pankaj Kumar	Fit
34.	Savita R. Chandra	Fit
35.	Rajendra R. Pillai	Fit
36.	Prasun Kumar Sinha	Fit
37.	Manish Kumar	Fit
38.	Y. Veera Pratap	Fit
39.	Pranava Kumar	Fit
40.	Kali Das Sajjan (SC)	Fit
41.	Azad Singh (SC)	Fit
42.	Dabasish Baruah (ST)	Fit
43.	Ajay Kumar Mahan (SC)	Fit
44.	G. Shyam Sunder	Fit
45.	Gouri Shankar Gantayat	Fit
46.	R. Meenakshi Sundaram	Fit
47.	Mahendra Bhoi	As in sealed cover
48.	Deepak Kumar Chourasia	Fit
49.	Ravi Shankar	Fit
50.	Sanjay Kumar Rana	Fit

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ANNEXURE - III

UNION PUBLIC SERVICE COMMISSION'S FILE No.F.1/39(6)/2013-AP-2
EMPLOYEES' STATE INSURANCE CORPORATION Ref. No.A-33/13/4/2012-E.I

<u>S. No.</u>	<u>Name (S/Shri/Ms.)</u>	<u>Assessment</u>
51.	K. Rajnikanth	Fit
52.	V. Mohd. Abdul Kareem	Not required to be assessed in terms of DOP&T OM No.35034/7/97-Estt.(D) dated 8 th February, 2002.
53.	M. Karthikeyan	
54.	Jyoti Prakash (SC)	Fit
55.	Krishna Das (SC)	Not required to be assessed in terms of DOP&T OM No.35034/7/97-Estt.(D) dated 8 th February, 2002.
56.	Ram Prasad (SC)	
57.	Rajendra Tudu (ST)	
58.	Sunil Kumar (ST)	

The representation submitted in terms of DOP&T O.M. dated 13.04.2010 for upgradation of below benchmark grading in the ACRs for the period 2007-08 and 2008-09 was considered and rejected by the competent authority.

D.P. Agrawal
02/02/13
(D. P. AGRAWAL)

Deokinandan
21/8/13
(DEOKINANDAN)

K. Padmaja Nambiar
2-8-13
(K. PADMAJA NAMBIAR)

B. K. Sahu
(B. K. SAHU)

CONFIDENTIAL

ANNEXURE - IV

UNION PUBLIC SERVICE COMMISSION'S FILE No.F.1/39(6)/2013-AP-2
EMPLOYEES' STATE INSURANCE CORPORATION Ref. No.A-33/13/4/2012-E.I

PANEL FOR THE YEAR 2013-14

<u>S. No.</u>	<u>Name (S/Shri/Ms.)</u>	
1.	Saroja Ashokan ✓	
2.	Anil Kr. Rastogi	
3.	S. K. Srivastava ✓	
4.	Kiran Kohli ✓	
5.	Shubhkaran	
6.	Neelam Puri ✓	
7.	Suresh Pal Singh ✓	
8.	Pritam Chand (SC) ✓	RAUV
9.	V. Srinivas (SC) ✓	RAUV
10.	R. G. Waghmare (SC) ✓	RAUV
11.	Mirja Anees Ahmed Baig ✓	
12.	Purna Chandra Nayak ✓	
13.	Baldev Singh ✓	
14.	Prem Lata ✓	
15.	Praveen Sehgal ✓	
16.	C. P. Wadhwa ✓	
17.	N. K. Luthra ✓	
18.	Rajiv Kumar Choudhary ✓	
19.	Jyoti Prasad ✓	
20.	Meenakshi Nanda ✓	
21.	Sushil Sachdeva ✓	
22.	Manish Gupta ✓	
23.	Girish Kumar Kain (SC) ✓	RAUV
24.	Vijay Bokalia (SC) ✓	RAUV
25.	Champak Biswas (SC) ✓	RAUV
26.	T. P. Kujur (ST)	RAUV
27.	Vinay Kumar Sharma ✓	
28.	Kakali Das ✓	

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UNION PUBLIC SERVICE COMMISSION'S FILE No.F.1/39(6)/2013-AP-2
EMPLOYEES' STATE INSURANCE CORPORATION Ref. No.A-33/13/4/2012-E.I

<u>S. No.</u>	<u>Name (S/Shri/Ms.)</u>	
29.	Pankaj Kumar	
30.	Savita R. Chandra	
31.	Rajendra R. Pillai	
32.	Prasun Kumar Sinha	
33.	Manish Kumar	
34.	Y. Veera Pratap	
35.	Pranava Kumar	
36.	Kali Das Sajjan (SC)	RAUV
37.	Azad Singh (SC)	RAUV
38.	Ajay Kumar Mahan (SC)	RARV
39.	Jyoti Prakash (SC)	RARV

Extended Panel (To be operated in the event the officers included in the Regular and Extended Panel are not becoming available due to retirement during the vacancy year 2013-14)

1.	Dabasish Baruah (ST)	RAUV
2.	G. Shyam Sunder	
3.	Gouri Shankar Gantayat	
4.	R. Meenakshi Sundaram	
5.	Deepak Kumar Chourasia	
6.	Ravi Shankar	
7.	Sanjay Kumar Rana	
8.	K. Rajnikanth	

D.P. Agrawal
 02/11/13
 (D. P. AGRAWAL)

Deokinandan
 21/8/13
 (DEOKINANDAN)

K. Padmaja Nambiar
 21/8/13
 (K. PADMAJA NAMBIAR)

B. K. Sahu
 (B. K. SAHU)